



CENTRAL STATES
PENSION FUND

Pension Contributions **Today** = Lifetime Pension Security **Tomorrow**

Central States Pension Benefit Highlights





Central States Provides a Lifetime of Security

For more than half a century Central States Pension Fund has blazed a trail to retirement security for over 650,000 Teamster retirees and their family members and revolutionized the pension world of American workers. Established in 1955 to provide lifetime monthly retirement benefits to Teamsters in the trucking industry, Central States Pension Fund has paid over \$85 billion in lifetime retirement benefits.

Being approximately 95% funded as of 2023, and with a conservative investment strategy leading to being fully funded in coming years, Central States remains a wise retirement investment for our participants. In addition, the New Employer Pool, commonly referred to as the Hybrid Plan, is estimated to be over 140% funded as of 2023.

Today's Contributions = Tomorrow's Pension

There has been a lot of talk recently about retirement insecurity. In recent years it is widely reported how pensions are "disappearing" and being replaced by retirement savings accounts like 401(k) plans. Then, with the recent economic downturn, Vanguard reported that in 2022 many Americans' retirement savings accounts took a big hit, averaging a 20% loss...such a hit that many Americans had to delay their retirement and continue to work.

You may wonder what retirement security means to Central States.

The good news is Central States vested participants have earned a guaranteed lifetime benefit – putting them in a far better position to weather tough economic storms that may come their way. A multiemployer group pension plan like Central States provides a guaranteed, monthly income for life, which makes financial security in retirement more achievable for hardworking Americans.

You Don't Want to Run Out of Money in Retirement

Many people simply don't save enough money to support themselves in retirement. They rely too heavily on Social Security or other sources of retirement income, or they may have faced unexpected expenses or financial setbacks that drained their savings. In addition, people are living longer than ever before, which means that retirement savings need to last longer as well. On average a Central States retiree will receive over 270 months in pension benefits—never outliving their guaranteed retirement income.

Roughly 78 million American workers (public and private sector) have no access to a retirement plan at their work causing retirement insecurity for many.

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As a participant in Central States, pension contributions are submitted on your behalf by your employer. The amount of the pension contribution and the frequency (whether it's hourly or weekly) can be found in the collective bargaining agreements negotiated between the Teamsters and your employer.

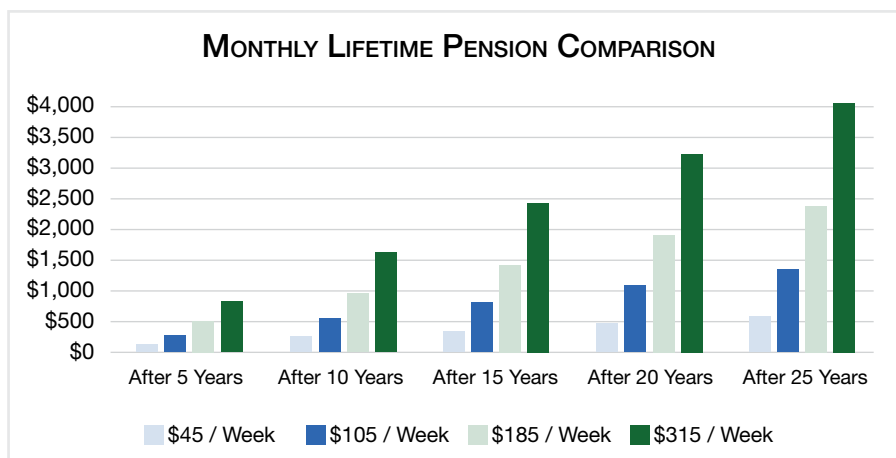
The pension contributions made by your employer throughout your work career will ultimately determine the lifetime monthly benefit that you'll receive from Central States. Depending on the amount of that pension contribution, you might also qualify for disability benefits, or your surviving spouse may qualify for pre-retirement death benefits, if you pass away before you retire. The chart below provides a high-level view of the range of contribution rates, and the benefits available at those rates.

WEEKLY CONTRIBUTION RATE	NEW GROUP INCENTIVES	20-YEAR NEW GROUP SERVICE PENSION	CONTRIBUTION ACCOUNT FORMULA	MONTHLY DISABILITY BENEFIT	\$10,000 LUMP-SUM SURVIVOR DEATH
Under \$42 per week	Yes	Yes	Yes - 1%	None	No
\$42 - \$315 per week	Yes	Yes	Yes - 1%	Yes - Standard	No
\$315 per week & higher	Yes	Yes	Yes - 1%	Yes - Upgraded	Yes

Member Monthly Accrual Highlights

Central States offers many different pension benefits like the Twenty-Year Service Pension, the Contribution-Based Pension or the Disability Pension benefit. Although you may qualify for more than one benefit, Central States will pay you the highest of the benefits that you may have earned. For most participants the Contribution-Based Pension is the higher benefit. Under the Contribution-Based Pension, you earn a monthly retirement benefit based on a percentage of the contributions your employers make for all your contributory service. All contributions your employer makes for your covered work count toward your monthly pension. The higher the contribution rate, the higher your pension.

Let's look at a range of four contribution rate examples below, the monthly benefit attained and the value of this benefit in terms of the cost to purchase a guaranteed lifetime benefit at retirement.



Normal retirement age for a member with 20 years or more is age 62. For members with less than 20 years, age 65 is the normal retirement age. Members can retire before the normal retirement age, early-retirement factors would apply. More information on the various pension benefits offered by Central States is available on our website at MyCentralStatesPension.org.

Value of Your Monthly Lifetime Benefit

To help understand the high value of the Central States pension benefit earned, the following table shows the cost of purchasing an equivalent monthly lifetime benefit at retirement from a financial institution selling such products (called annuities). This table shows the amount needed to be saved by retirement age to secure the same monthly lifetime benefit earned by contributions to Central States, at the respective rates.

WEEKLY CONTRIBUTION	After 5 Years (at age 65)	After 10 Years (at age 65)	After 15 Years (at age 65)	After 20 Years (at age 62)	After 25 Years (at age 62)
\$45 /Week	\$21,060	\$42,120	\$63,180	\$89,305	\$111,632
\$105 /Week	\$49,140	\$98,280	\$147,420	\$208,379	\$260,474
\$185 /Week	\$86,580	\$173,160	\$259,740	\$367,144	\$458,930
\$315 / Week	\$147,420	\$294,840	\$442,260	\$625,137	\$781,421

This valuable lifetime retirement security can be seen in the cost of purchasing such a guaranteed benefit from an insurance company at retirement.

Questions?

You can find answers to the most frequently asked questions on our web site. If you have a question or need additional information you can either:

- Visit **MyCentralStatesPension.org**
- Call our CustomerCare Center at 800-323-5000
- Write the Plan at

Central States Pension Fund
P.O. Box 5109
Des Plaines, IL 60017-5109



More information:

Visit our interactive website at
MyCentralStatesPension.org

This document is meant as a summary of benefits offered to New Groups and New Hires joining the Pension Fund. If there is a discrepancy between this document and the Pension Plan Document, the Pension Plan Document will be the controlling document.



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